

Labour Standards Assurance Scheme Policy For Materialise UK T/A Meridian Technique

Introduction

Materialise UK T/A Meridian Technique Ltd is committed to upholding an ethical labour policy in-line with developing international legal standards on trade, finance, environment, human rights and labour. Materialise UK promotes this framework by implementing international labour standards aimed at ensuring that economic growth and development in in-line with the Labour Standards Assurance Scheme (LSAS)

The purpose of this policy is to provide clarity to our employees, customers, suppliers, subcontractors and any other stakeholders, concerning the commitment and approach to respecting human rights and labour standards throughout our direct operations and supply chain. Including meeting the requirements of the National Health Service Supply Chain LSAS.

1. Policy

Materialise UK's Labour Standards Assurance System Policy is outlined in this document and available as a standalone document LSAS Policy.

It applies to both the internal organisation and its Supply Chain and is approved by a member of the UK Management Team or the HQ Director team.

Materialise UK has developed Labour Standards Assurance System Policy (LSAS Policy) to allow and reflect on the core standards described by the law. These are embedded under the LSAS Policy, and it commits to continual improvement.

Adequate and sufficient resources will be made available to the LSAS, in both time and financial assistance.

It is appropriate to Materialise UK as the scope of business activities, developing, manufacturing and supplying Orthopaedic Planning Software to the UK healthcare sector including NHS Trusts and independent hospitals.

It was communicated to all employees during December 2019 and January 2020 and evidence is available on the corporate learning and development system (LnD). The key suppliers (Tier 1) were sent a copy of the policy in January 2020. In quarter 3 2020 our Tier 1 suppliers were sent a copy of this policy and our supplier policy and were asked to forward this to their Tier 1 suppliers, our Tier 2 suppliers.

Suppliers and subcontractors are also required to confirm they have read and understood the Policy by completing the relevant section of the Self-Assessment Supplier Assurance Questionnaire. The Labour Standards Assurance System Policy is publicly available and to validate this, it has posted on the company's web site: <https://www.materialise.com/en/medical/materialise-orthoview/>.

This Policy is communicated to Materialise UK employees through the LnD service as well as actively distributing the policy across all contractors, subcontractors, and suppliers.

This Labour Standards Assurance System Manual together with the Labour Standards Policy and the Supplier Policy are reviewed annually and evidence of this review contained in the Management Review Meeting report.

Materialise UK also requires its suppliers to comply with their national laws along with the principles held within the LSAS Specification and the Base Code of the Ethical Trading Initiative and ILO. The organisation also commits to complying with the legal and other requirements and this is stated throughout the ISO 13485 Quality Management System, along with the declaration included in the supplier policy.